1991- 1992

Salaries of Deans and Administrative Nursing Faculty

in Baccalaureate and Graduate Programs in Nursing

INSTITUTIONAL DATA SYSTEMS

1991-1992

REPORT ON SALARIES OF DEANS AND ADMINISTRATIVE NURSING FACULTY IN Baccalaureate and Graduate Programs in Nursing

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BACKGROUND

The mission of the American Association of Colleges of Nursing (AACN) has been to foster quality preparation of nurse clinicians, scientists, educators, administrators, consultants, and policy makers for leadership in nursing. The Data Bank Project, begun in 1978, was established to develop a data base supportive of policy research and decision making by member institutions and the Association. This project formed the foundation for the Institutional Data System (IDS), which gathers and publishes data annually on enrollment and graduations, and faculty and deans' salaries with related information. Data on administrative nursing faculty salaries were collected and published annually until 1984 when the decision was made to gather data for publication biennially. This is the 14th annual report on deans' salaries and the fourth biennial report on administrative faculty salaries by the IDS.

METHODOLOGY

Survey Questionnaires

The deans' survey instrument was designed to gather information on salaries and related information such as salary basis, title, rank, degree, gender, and race/ethnicity. The term "dean" is used throughout this report when referring to the chief executive officer of the nursing education program unit and includes those individuals with institutionally determined titles such as dean, director, chair, head, or other title. The administrative nursing faculty questionnaire contained items congruent with the majority of those contained on the faculty salaries survey including title, rank, degree, age, gender, race/ethnicity, salary, and salary basis. Faculty administrators were defined as nurse faculty with 50 percent or more of their time spent on administrative responsibilities.

Survey forms were mailed to 617 (member = 424, nonmember = 193) baccalaureate and higher degree programs in nursing on September 3-5, 1991. Telephone calls were made to the institutions that had not responded by the October 15 deadline.

Quality of Data

The data presented in IDS reports are based on actual counts and estimation procedures are not used. Therefore, rigorous data cleaning procedures were followed before data sets were analyzed.

Each questionnaire was edited twice for completeness when it was received. Telephone calls were made to respondents in order to obtain missing information. Dean and administrative data were entered into the computer directly from the data collection forms by the data coordinator. Frequency distributions were obtained on all variables and inspected for outliers and inconsistent data. Telephone calls were made to the institutions in order resolve inconsistencies and discrepancies in the data.

All data were kept in locked file cabinets in the data coordinator's office. The relational database Paradox 3.5 was used to manage the data and the statistical software package SPSS/PC+ V4.0 was used to analyze the data.

Conversion of Salaries

All deans' salaries were converted to a calendar basis (11-12 months). Salaries reported on an academic basis (9-10 months) were multiplied by eleven-ninths (11/9). This conversion allows the salaries of all deans to appear in all tables. All administrative salaries were converted. Salaries reported on an academic basis were multiplied by eleven ninths (11/9), whereas calendar-based salaries were multiplied by nine elevenths (9/11). This conversion permits the salaries of all administrative faculty to appear in all tables.

Response Rates

Of the 617 survey forms mailed, five schools reported discontinuation of their nursing program; one of these schools merged with another institution to form a single program. An additional school left a consortium and started an independent program (N=613, 423 member and 190 nonmember institutions).

Four hundred ninety-one deans' questionnaires (385 member and 106 nonmember) were returned, yielding an overall response rate of 80.1 percent. The response rate for member schools was 91 percent; for nonmember schools the rate was 55.8 percent. The return rate for administrative faculty questionnaires was 78.1 percent (N=479). The response rates for member and nonmember schools were 88.7 and 54.7 percent, respectively.

Deans were included in the salaries analysis if they reported salary and salary basis data and if they did not hold the title of acting or interim dean. Three hundred fifty-one (83.0%) member and 96 (50.5%) nonmember schools were included in the deans' salaries analysis. Administrative faculty were included in the analyses of salary if they had no missing data on degree level, rank, salary, and salary basis; and did not hold acting or interim administrative titles. Of the 261 schools that reported having administrative faculty, 219 member (665 individuals) and 24 nonmember (35 individuals) schools were included in the administrative salary analysis. The list of institutions that provided salary data for the Deans' and Administrative Faculty surveys may be found in Appendices A and B, respectively.

RESULTS OF THE DEANS' SALARIES SURVEY

A. Description of the Survey Population

1. Institutional Characteristics

Table 1 summarizes the institutional characteristics of member and nonmember

respondents. The largest group of member schools was located in the South (31.4%), while 69.8 percent of nonmember schools were equally distributed in the Midwest and the South. Fifty-seven percent of member programs surveyed were located in public institutions, while 44.3 percent of nonmember programs were located in private religious institutions. Of the member respondents, 70.6 percent were within universities; the largest proportion of nonmember respondents (56.6%) were in four-year colleges. Almost 88 percent of nonmembers described their programs as departments or divisions, whereas member programs were described as departments or divisions (49.8%) or autonomous schools or colleges (48.2%). Seventy-seven (20.0%) member schools were located in academic health centers. One hundred fifty-three (39.7%) member and 45 (42.5%) nonmember schools were classified as Comprehensive I institutions. Carnegie Code classifications and definitions appear in Appendix C.

2. Deans' Characteristics

The characteristics of the deans from the 491 respondents are presented in Table 2. Forty-seven percent of member respondents reported the institutionally determined title of dean, whereas 64.2 percent of nonmember respondents reported the title of chair. Only 31 (6.3%) deans held acting or interim appointments; additional administrative titles were held by 17.7 percent of respondents.

Almost 66 percent (N=252) of member and 39.1% (N=41) of nonmember deans held the rank of professor. Slightly over 90% (N=443) of all deans had doctoral preparation. Doctoral degrees held by deans varied with 52.4 percent holding a Doctor of Philosophy (PhD); 29 percent a Doctor of Education (EdD) or EdD in Nursing; 8.0 percent a Doctor of Nurse Science (DNS), Doctor of Science in Nursing (DSN), Doctor of Nursing (DN), or Doctor of Nursing Science (DNSc); and 1.0 percent with other doctoral degrees. The proportions of member and nonmember deans holding a DNS or a EdD were similar. Nonmember deans, however, held a slightly lower proportion of PhDs and a larger proportion of master's degrees than did member deans. Almost seventy-one percent of member and 51.9 percent of nonmember deans were tenured. Seventy-three percent reported a 12-month salary basis.

Ninety-eight percent of deans were female and the majority were white (92.5%). Blacks represented the largest minority population (5.7%).

The modal category of number of years in the current deanship (excludes interim and acting deans) was 5.1-10 years (N= 115; 25.4%). However, a total of 48.6 percent of deans had spent four years or less as a dean. Two hundred fifty-eight (57.2%) respondents were in their first position as a dean and 196 (43.5%) reported holding previous deanships.

B. Deans' Salaries

1. Percentage Increase in Salaries, 1990-91 to 1991-92

Deans were included in the salaries analysis if they reported salary and salary basis data and if they did not hold the title of acting or interim dean. Three hundred fifty-one (83.0%) member and 96 (50.5%) nonmember schools were included in the deans' salaries analysis. All salaries were converted to a calendar basis. The mean salary for member deans (N=351) for 1991-1992 was $70,735, a 3.4 percent increase above the mean salary of $68,440 reported in

1990-1991 (N=324). The median salary for 1991-1992 was $66,120, a percentage increase of 3.7 percent above the median salary of $63,750 for 1990-1991. For nonmember deans (N=96), the mean salary for 1991-1992 was $50,345, a 1.0 percent increase above the mean salary of $49,833 reported in 1990-1991 (N=88). The 1991-1992 median salary for nonmembers was $50,096, also a 1.0 percent increase above the 1990-1991 median salary of $49,584.

2. Salaries by Years in Current Deanship

Minimum, maximum, mean, and median salaries by number of years in the current deanship are presented in Table 3. In general, mean salaries increased with the number of years in the deanship.

3. Percentile Salaries Stratified by Selected Variables

Percentile salaries for both member and nonmember deans are presented for region, type of institution, parent institution, academic health center, description of program, type of program, number of full-time faculty, degree, title, rank, tenure status, and Carnegie Code classification in Tables 4 through 15.

4. Comparison of Salaries Over Time

Minimum, maximum, mean, median, and percentile salaries of the 30 member deans continuing in the same position since the 1988-89 academic year are presented in Tables 16 and 17. Salaries for deans in the same position for the past 4 years continue to rise. Likewise, percentile salaries of member deans from 1978-79 to 1991-92 also continue to increase (Table 18).

RESULTS OF THE ADMINISTRATIVE FACULTY SALARIES SURVEY

A. Description of the Survey Population

1. Institutional Characteristics

Table 19 summarizes the institutional characteristics of the 262 member and nonmember respondents who reported having administrative nursing faculty. There were no administrative faculty in 218 (45.5%) institutions.

2. Administrative Nursing Faculty Characteristics

The 261 institutions with administrative nursing faculty yielded a total of 774 individuals, 24 of whom were listed as having interim or acting administrative responsibility. The characteristics of these individuals are presented in Table 20. Faculty holding interim or acting titles were not included in subsequent salary analysis.

B. Administrative Nursing Faculty Salaries

The academic year basis salaries ranged from $21,682 to $101,769 with a mean and median of $46,528 and $45,434, respectively; and calendar year salaries ranged from $26,500 to $124,384 with a mean of $56,867 and a median of $55,530.

The highest mean and median salaries for both academic and calendar based salaries were for the doctorally prepared person holding the title of associate dean (Tables 21 and 37). Salaries for administrators are presented for academic and calendar basis by title, for all schools, by region, by type of institution, by number of faculty, academic health center, and nonacademic health center. Academic year basis salaries are presented in Tables 21-36, and calendar year basis salaries in Tables 37-50. A dot appears when the number of individuals in a cell is too small to protect confidentiality.

NOTE: NUMBERS IN TABLES MAY VARY DUE TO MISSING DATA.

Table 1. Institutional Characteristics of Member and Nonmember Respondents

	Member (N=385)		Nonmember (N=106)		Total (N=491)	
	N	%	N	%	N	%
Region						
Northeast	112	29.1	16	15.1	128	26.1
Midwest	109	28.3	37	34.9	146	29.7
South	121	31.4	37	34.9	158	32.2
West	43	11.2	16	15.1	59	12.0
Type of Institution						
Public	218	56.6	43	40.6	261	53.2
Private Secular	65	16.9	16	15.1	81	16.5
Private Religious	99	25.7	47	44.3	146	29.7
Consortium	3	0.8	0		3	0.6
Parent Institution						
University	272	70.6	46	43.4	318	64.8
Four-year College	107	27.8	60	56.6	167	34.0
Other	6	1.6	0		6	1.2
Description of Program						
Department/Division	189	49.8	93	87.7	282	58.0
Autonomous	183	48.2	9	8.5	192	39.5
Freestanding	4	1.0	4	3.8	8	1.7
Other	4	1.0	0		4	0.8
Not Reported	(5)				(5)	
Part of Academic Health Center						
Yes	77	20.0	0		77	15.7
No	308	80.0	106	100.0	414	84.3
Carnegie Classification						
Comprehensive I	153	39.7	45	42.5	198	40.3
Comprehensive II	37	9.6	18	17.0	55	11.2
Doctorate-Granting I	26	6.8	0		26	5.3
Doctorate-Granting II	27	7.0	2	1.9	29	5.9
Liberal Arts I	9	2.3	2	1.9	11	2.2
Liberal Arts II	49	12.7	31	29.2	80	16.3
Research I	39	10.1	1	0.9	40	8.2
Research II	13	3.4	0		13	2.7
Single	0		3	2.8	3	0.6
Specialized	28	7.4	2	1.9	30	6.1
Other	2	0.5	0		2	0.4
No Classification	2	0.5	2	1.9	4	0.8

Table 2. Selected Deans' Characteristics of Member and Nonmember Respondents

	Member (N=385)		Nonmember (N=106)		Total (N=491)	
	N	%	N	%	N	%
Title						
Dean	182	47.3	12	11.3	194	39.5
Chair	111	28.8	68	64.2	179	36.5
Director	42	10.9	14	13.2	56	11.4
Head	17	4.4	6	5.7	23	4.7
Coordinator	0		1	0.9	1	0.2
Interim Dean, Chair, etc.	12	3.2	1	0.9	13	2.6
Acting Dean, Chair, etc.	14	3.6	4	3.8	18	3.7
Other	7	1.8	0		7	1.4
Additional Administrative Title						
Yes	68	17.8	7	6.6	75	15.4
No	313	82.2	99	93.4	412	84.6
Not Reported	(4)				(4)	
Rank						
Professor	252	65.6	41	39.1	293	59.9
Associate Professor	105	27.3	50	47.6	155	31.7
Assistant Professor	13	3.4	12	11.4	25	5.1
No Rank	14	3.7	2	1.9	16	3.3
Not Reported	(1)		(1)		(2)	
Highest Degree in Nursing						
Baccalaureate	8	2.1	4	3.8	12	2.4
Master's	242	62.8	61	57.5	303	61.7
DNS, DSN, DNSc, DN	32	8.3	8	7.6	40	8.2
PhD	63	16.4	25	23.6	88	17.9
EdD	39	10.1	7	6.6	46	9.4
Other	1	0.3	1	0.9	2	0.4
Highest Degree Overall						
Master's	24	6.2	18	17.0	42	8.6
DNS, DSN, DNSc, DN	31	8.1	8	7.5	39	8.0
EdD (nursing)	19	4.9	0		19	3.9
EdD	97	25.3	26	24.5	123	25.1
PhD	205	53.4	52	49.1	257	52.4
DPH, DrPH	3	0.8	2	1.9	5	1.0
Other	5	1.3	0		5	1.0
Not Reported	(1)				(1)	
Tenure Status						
Tenured	272	70.6	55	51.9	327	66.6
Not Tenured	75	19.5	33	31.1	108	22.0
No Tenure System	38	9.9	18	17.0	56	11.4

Table 2, continued — Selected Deans' Characteristics of Member and Nonmember Respondents

	Member (N=385) N	%	Nonmember (N=106) N	%	Total (N=491) N	%
Salary Basis						
9 months	31	8.1	29	27.4	60	12.3
10 months	28	7.3	17	16.0	45	9.2
11 months	26	6.8	3	2.8	29	5.9
12 months	298	77.8	57	53.8	355	72.6
Not Reported	(2)				(2)	
Gender						
Female	378	98.2	104	98.1	482	98.2
Male	7	1.8	2	1.9	9	1.8
Race/Ethnicity						
White	354	92.2	99	93.4	453	92.5
Black	23	5.9	5	4.7	28	5.7
Hispanic	3	0.8	2	1.9	5	1.0
Asian or Pacific Isl.	3	0.8	0		3	0.6
Amer Indian/Alaskan Native	1	0.3	0		1	0.2
Not Reported	(1)				(1)	
Years in Current Deanship*						
≤ 1 year	43	12.3	16	16.0	59	13.1
1.1-2 years	51	14.5	15	15.0	66	14.6
2.1-3 years	30	8.6	14	14.0	44	9.8
3.1-4 years	37	10.5	13	13.0	50	11.1
4.1-5 years	45	12.8	9	9.0	54	12.0
5.1-10 years	90	25.6	25	25.0	115	25.4
> 10 years	55	15.7	8	8.0	63	14.0
Not Reported	(2)		(1)		(3)	
Respondents in First Deanship (N=258)*						
≤ 1 year	26	13.2	11	18.0	37	14.4
1.1-2 years	28	14.2	6	9.8	34	13.2
2.1-3 years	16	8.1	10	16.4	26	10.1
3.1-4 years	14	7.1	10	16.4	24	9.3
4.1-5 years	26	13.2	3	4.9	29	11.2
5.1-10 years	54	27.4	17	27.9	71	27.5
> 10 years	33	16.8	4	6.6	37	14.3

* Excludes interim and acting deans

Table 2, continued — Selected Deans' Characteristics of Member and Nonmember Respondents

	Member (N=385) N	%	Nonmember (N=106) N	%	Total (N=491) N	%
Respondents Reporting Previous Deanship (N=196)*						
≤ 1 year	25	16.9	13	35.2	38	20.5
1.1-2 years	7	4.7	4	10.8	11	6.0
2.1-3 years	14	9.5	3	8.1	17	9.2
3.1-4 years	11	7.4	2	5.4	13	7.0
4.1-5 years	15	10.1	2	5.4	17	9.2
5.1-10 years	41	27.7	6	16.2	47	25.4
> 10 years	35	23.7	7	18.9	42	22.7
Not Reported	(8)		(3)		(11)	

* Excludes interim and acting deans

Table 3. Minimum, Maximum, Mean and Median Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Years in Current Deanship and Membership Status

Years	N	Minimum	Maximum	Mean	Median
≤ 6 months					
Member	30	$37,200	$125,000	$64,223	$56,500
Nonmember	15	29,000	72,263	51,964	50,500
Total	45	29,000	125,000	60,136	55,000
6.1 months - 1 year					
Member	13	45,000	101,000	70,178	67,226
Nonmember	1	.	.	.	.
Total	14	45,000	101,000	68,736	67,113
1.1-2 years					
Member	51	40,100	115,000	65,561	63,000
Nonmember	14	31,618	69,500	45,197	44,040
Total	65	31,618	115,000	61,175	58,667
2.1-3 years					
Member	27	42,778	136,000	74,081	69,696
Nonmember	13	40,500	67,940	56,235	56,222
Total	40	40,500	136,000	68,281	61,778
3.1-4 years					
Member	36	44,598	126,500	67,705	60,748
Nonmember	11	27,231	60,000	46,933	50,100
Total	47	27,231	126,500	62,844	56,415
4.1-5 years					
Member	45	45,000	145,000	70,735	65,000
Nonmember	9	32,258	63,589	46,725	46,444
Total	54	32,258	145,000	66,734	60,768
5.1-10 years					
Member	92	40,201	164,000	73,470	69,000
Nonmember	24	30,366	73,500	52,106	53,205
Total	116	30,366	164,000	69,050	62,631
> 10 years					
Member	55	38,800	161,000	74,685	69,228
Nonmember	8	31,000	71,000	52,816	49,347
Total	63	31,000	161,000	71,908	68,327

Table 4. Percentile Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Region and Membership Status

Region	N	10th	25th	50th	75th	90th
North Atlantic						
Member	103	$49,500	$52,000	$65,000	$83,000	$96,816
Nonmember	14	34,000	37,889	51,944	57,444	64,778
Total	117	46,606	51,361	63,000	80,526	95,000
Midwest						
Member	96	45,000	52,626	63,778	79,675	101,484
Nonmember	32	31,000	41,691	47,728	56,217	60,000
Total	128	41,959	47,894	58,583	74,205	93,133
South						
Member	111	51,000	58,000	68,160	85,500	103,137
Nonmember	35	32,258	45,141	50,000	56,000	62,928
Total	146	46,780	53,000	62,631	78,800	100,000
West						
Member	41	51,865	56,500	70,272	82,791	95,500
Nonmember	15	49,500	52,283	60,000	66,000	71,000
Total	56	49,500	55,010	65,694	76,244	94,400

Table 5. Percentile Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Type of Institution and Membership Status

Type of Institution	N	10th	25th	50th	75th	90th
Public						
Member	195	$54,500	$62,000	$72,000	$87,888	$104,000
Nonmember	42	47,667	50,500	57,372	62,928	69,500
Total	237	52,556	59,280	69,000	84,000	102,121
Secular						
Member	59	48,000	51,944	63,556	83,000	115,000
Nonmember	13	37,278	38,000	48,200	55,000	58,000
Total	72	43,500	49,992	58,250	77,797	100,000
Religious						
Member	94	44,000	49,000	55,000	65,000	82,150
Nonmember	41	30,366	33,000	46,444	51,944	56,222
Total	135	38,361	45,222	51,361	61,111	75,000

Table 6. Percentile Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by University or Four-Year College and Membership Status

Institution	N	10th	25th	50th	75th	90th
University						
Member	249	$54,178	$61,535	$71,373	$87,888	$104,[illegible]
Nonmember	45	40,072	46,780	54,127	61,111	69,500
Total	294	48,750	58,000	69,000	85,000	103,137
Four-Year College						
Member	100	44,299	49,013	52,528	61,066	73,639
Nonmember	51	31,778	38,361	49,000	55,845	61,111
Total	151	40,100	46,444	51,361	58,667	67,226

Table 7. Percentile Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Academic Health Center and Membership Status

Academic Health Center	N	10th	25th	50th	75th	90th
Yes						
Member	64	$73,944	$83,500	$99,250	$109,075	$125,000
Nonmember	0	.	.	.	.	.
Total	64	73,944	83,500	99,250	109,075	125,000
No						
Member	287	47,512	53,010	62,000	73,944	85,690
Nonmember	96	32,258	44,340	50,097	58,000	63,589
Total	383	44,598	50,000	59,280	70,000	83,000

Table 8. Percentile Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Description of Nursing Program and Membership Status

Description	N	10th	25th	50th	75th	90th
Dept/Division						
Member	176	$45,222	$50,056	$56,252	$65,244	$73,944
Nonmember	83	32,258	43,080	50,093	57,444	63,589
Total	259	42,000	48,817	55,000	63,000	71,232
Autonomous						
Member	162	60,000	68,000	82,615	96,900	110,000
Nonmember	9	.	47,500	52,780	58,000	.
Total	171	58,000	65,738	81,000	96,000	108,150
Freestanding						
Member	3	.	.	73,000	.	.
Nonmember	3	.	.	53,000	.	.
Total	6	.	53,000	62,500	73,000	.
Other						
Member	5	.	.	61,000	.	.
Nonmember	1	.	.	.	.	.
Total	6	.	48,216	57,550	70,272	.

Table 9. Percentile Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Type of Program and Membership Status

Type of Program(s)	N	10th	25th	50th	75th	90th
Baccalaureate Only						
Member	154	$45,000	$50,000	$56,252	$65,389	$73,452
Nonmember	59	34,000	45,141	50,500	56,589	63,556
Total	213	44,000	48,903	55,000	63,000	71,000
Baccalaureate and Masters						
Member	133	54,500	62,059	72,500	85,000	95,000
Nonmember	7	.	52,000	67,940	71,000	.
Total	140	53,900	61,233	71,303	85,000	94,452
Baccalaureate, Masters, & Doctoral						
Member	44	80,000	91,555	100,500	109,075	121,500
Nonmember	0	.	.	.	.	.
Total	44	80,000	91,555	100,500	109,075	121,500
Graduate Only						
Member	5	.	.	112,525	.	.
Nonmember	0	.	.	.	.	.
Total	5	.	.	112,525	.	.

Table 10. Percentile Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Number of Full-time Faculty and Membership Status

Number of Faculty	N	10th	25th	50th	75th	90th
≤10						
Member	124	$45,000	$49,479	$55,000	$62,856	$73,333
Nonmember	73	31,778	41,827	49,000	56,124	62,333
Total	197	40,500	47,667	53,000	61,000	70,272
11-20						
Member	103	50,000	55,000	65,000	75,489	85,690
Nonmember	21	43,080	48,500	55,845	60,000	67,940
Total	124	48,037	54,000	61,990	72,250	83,000
21-30						
Member	50	58,974	65,388	78,400	85,500	94,500
Nonmember	2	.	.	.	.	.
Total	52	58,000	65,000	77,500	85,250	94,000
31-40						
Member	25	65,000	69,000	84,000	96,000	103,775
Nonmember	0	.	.	.	.	.
Total	25	65,000	69,000	84,000	96,000	103,775
41-60						
Member	34	76,488	85,600	96,150	105,828	115,000
Nonmember	0	.	.	.	.	.
Total	34	76,488	85,600	96,150	105,828	115,000
> 60						
Member	15	85,000	104,351	108,150	125,000	136,000
Nonmember	0	.	.	.	.	.
Total	15	85,000	104,351	108,150	125,000	136,000

Table 11. Percentile Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Highest Degree and Membership Status

Highest Degree	N	10th	25th	50th	75th	90th
DNS, DSN, DNSc, or DN						
Member	29	$48,750	$55,000	$70,889	$82,000	$113,000
Nonmember	7	.	38,000	50,500	57,444	.
Total	36	43,000	51,000	64,854	79,650	104,550
EdD (nursing)						
Member	15	46,350	50,000	56,956	80,000	90,640
Nonmember	0	.	.	.	.	.
Total	15	46,350	50,000	56,956	80,000	90,640
EdD						
Member	90	49,013	53,800	62,667	76,511	91,492
Nonmember	25	40,072	47,667	52,000	60,000	63,556
Total	115	46,444	50,111	60,000	71,000	86,100
PhD						
Member	192	50,417	59,337	69,000	85,679	103,137
Nonmember	49	43,080	47,500	52,556	60,500	66,000
Total	241	47,500	54,500	64,778	82,400	100,257
Master's						
Member	16	40,333	44,660	49,452	57,778	65,389
Nonmember	13	29,000	30,366	31,778	38,361	41,827
Total	29	30,000	36,667	42,778	50,800	63,955
Other						
Member	8	.	72,636	87,523	101,050	.
Nonmember	2	.	.	.	.	.
Total	10	51,422	57,300	79,500	95,000	135,550

Table 12. Percentile Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Title and Membership Status

Title	N	10th	25th	50th	75th	90th
Dean						
Member	179	$59,000	$67,910	$82,000	$95,000	$108,150
Nonmember	11	46,780	47,500	52,780	58,000	58,000
Total	190	56,000	65,000	79,675	94,000	107,537
Chair						
Member	110	45,000	49,984	55,278	64,347	73,698
Nonmember	65	31,618	40,500	49,000	56,222	62,928
Total	175	39,142	46,444	53,100	62,333	70,889
Director						
Member	40	43,500	51,347	55,010	63,868	74,686
Nonmember	13	36,667	47,789	55,060	58,667	61,111
Total	53	42,000	48,750	55,020	61,111	69,300
Other						
Member	22	49,458	52,886	57,848	67,291	75,000
Nonmember	7	.	52,000	57,300	66,000	.
Total	29	49,458	52,886	57,300	66,120	75,000

Table 13. Percentile Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Academic Rank and Membership Status

Academic Rank	N	10th	25th	50th	75th	90th
Professor						
Member	243	$51,865	$60,000	$71,000	$90,000	$104,550
Nonmember	39	43,080	46,444	52,556	60,000	66,000
Total	282	49,000	56,660	68,782	85,600	103,775
Associate						
Member	87	44,000	49,458	55,000	65,000	75,594
Nonmember	46	34,000	41,827	50,300	56,589	62,928
Total	133	40,201	48,200	54,000	62,333	72,000
Assistant						
Member	9	.	42,778	55,000	56,956	.
Nonmember	8	.	31,309	36,667	45,329	.
Total	17	31,000	37,200	42,778	55,000	60,000
No Academic Rank						
Member	12	45,820	51,500	64,000	73,500	77,754
Nonmember	2	.	.	.	.	.
Total	14	45,000	48,000	60,750	72,000	77,754

Table 14. Percentile Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Tenure Status and Membership Status

Tenure Status	N	10th	25th	50th	75th	90th
With Tenure						
Member	251	$51,000	$60,000	$70,272	$87,888	$104,351
Nonmember	50	38,125	46,000	52,419	60,000	68,720
Total	301	48,216	55,000	67,226	85,000	102,960
Without Tenure						
Member	64	44,600	49,373	54,500	68,500	75,489
Nonmember	32	34,000	43,413	48,982	56,173	61,111
Total	96	42,000	47,750	54,000	62,056	72,500
No Tenure System						
Member	36	45,820	49,671	56,146	69,399	79,350
Nonmember	14	29,000	32,258	47,500	53,000	61,111
Total	50	38,369	48,000	52,500	62,928	76,500

Table 15. Percentile Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Carnegie Classification and Membership Status

Carnegie Classification	N	10th	25th	50th	75th	90th
Comprehensive I						
Member	141	$54,000	$58,000	$65,388	$73,333	$82,500
Nonmember	43	45,141	50,000	56,000	62,333	69,500
Total	184	48,500	55,922	62,196	70,415	80,526
Comprehensive II						
Member	34	45,000	49,984	53,400	60,496	65,022
Nonmember	14	37,889	46,000	49,037	50,500	60,500
Total	48	44,000	48,500	51,599	56,111	65,000
Doctoral I						
Member	23	65,000	75,594	84,540	90,640	96,000
Nonmember	0	.	.	.	.	.
Total	23	65,000	75,594	84,540	90,640	96,000
Doctoral II						
Member	26	55,000	63,131	72,472	83,000	93,000
Nonmember	2	.	.	.	.	.
Total	28	48,817	61,474	70,000	82,865	93,000
Liberal Arts I						
Member	8	.	48,019	49,104	63,250	.
Nonmember	1	.	.	.	.	.
Total	9	.	48,000	48,750	61,111	.
Liberal Arts II						
Member	47	42,778	46,350	50,800	57,000	70,889
Nonmember	30	30,183	33,000	44,340	48,889	56,356
Total	77	33,000	43,500	49,058	53,778	61,111
Research I						
Member	34	77,000	89,222	104,338	114,564	130,188
Nonmember	1	.	.	.	.	.
Total	35	76,000	84,000	103,775	114,564	130,188
Research II						
Member	13	68,244	85,500	95,000	101,000	104,000
Nonmember	0	.	.	.	.	.
Total	13	68,244	85,500	95,000	101,000	104,000
Specialized						
Member	21	51,944	75,000	92,157	104,550	115,000
Nonmember	1	.	.	.	.	.
Total	22	51,944	56,000	91,601	104,550	115,000

Table 16. Minimum, Maximum, Mean, and Median Salaries of Member Deans of Baccalaureate and Higher Degree Programs in Nursing Continuing in the Same Position from 1988-89 to 1991-92 (N=30)

Year	Minimum	Maximum	Mean	Median
1988-89	$37,853	$127,500	$62,221	$57,257
1989-90	40,661	142,000	66,198	60,595
1990-91	43,000	153,000	70,082	63,902
1991-92	47,512	161,000	74,718	66,479

Table 17. Percentile Salaries of Member Deans of Baccalaureate and Higher Degree Programs in Nursing Continuing in the Same Position from 1988-89 to 1991-92 (N=30)

Year	10th	25th	50th	75th	90th
1988-89	$42,769	$46,986	$57,257	$72,821	$89,118
1989-90	45,726	49,400	60,595	77,587	95,025
1990-91	47,954	51,764	63,902	81,872	102,057
1990-91	52,500	59,629	66,479	88,163	109,075

Table 18. Percentile Salaries of Member Deans of Baccalaureate and Higher Degree Programs in Nursing from 1978-79 to 1991-92

Year	N	10th	25th	50th	75th	90th
1978-79	171	$24,500	$28,000	$35,700	$41,600	$46,400
1979-80	184	26,300	31,600	38,400	44,500	50,500
1980-81	208	29,200	34,600	40,400	46,900	52,900
1981-82	240	30,100	36,000	42,800	50,500	57,300
1982-83	272	32,100	37,000	44,700	53,000	60,600
1983-84	292	33,500	37,900	45,800	55,000	62,500
1984-85	328	34,600	40,000	47,900	57,900	68,300
1985-86	341	35,700	41,300	49,600	60,200	70,900
1986-87	347	38,000	44,000	52,000	65,300	77,100
1987-88	324	39,800	46,000	56,300	70,300	82,900
1988-89	327	40,603	48,000	58,686	72,000	86,491
1989-90	381	42,750	50,000	60,000	76,125	89,740
1990-91	324	45,886	52,500	63,750	81,000	97,900
1991-92	351	48,750	55,000	66,120	83,000	100,000

Table 19. Institutional Characteristics of Member (N=232) and Nonmember (N=29) Respondents Reporting Administrative Faculty

Characteristic	Member (N=232) N	%	Nonmember (N=29) N	%	Total (N=261) N	%
Region						
Northeast	61	26.3	3	10.3	64	24.5
Midwest	64	27.6	8	27.6	72	27.6
South	81	34.9	13	44.8	94	36.0
West	26	11.2	5	17.2	31	11.9
Type of Institution						
Public	145	62.5	12	41.4	157	60.2
Secular	40	17.2	4	13.8	44	16.9
Religious	46	19.8	13	44.8	59	22.6
Other	1	0.4	0		1	0.4
Parent Institution						
University	184	79.3	19	65.5	203	77.8
Four-year College	45	19.4	10	34.5	55	21.1
Other	3	1.3	0		3	1.1
Description of Program						
Autonomous	150	65.5	6	20.7	156	60.5
Dept/Division	75	32.8	23	79.3	98	38.0
Freestanding	3	1.3	0		3	1.2
Other	1	0.4	0		1	0.4
Not Reported	(3)				(3)	
Academic Health Center						
Yes	70	30.2	0		70	26.8
No	162	69.8	29	100.0	191	73.2
Carnegie Classification						
Comprehensive I	85	36.6	14	48.3	99	37.9
Comprehensive II	14	6.0	6	20.7	20	7.7
Doctorate-Granting I	22	9.5	0		22	8.4
Doctorate-Granting II	21	9.1	1	3.4	22	8.4
Liberal Arts I	3	1.3	1	3.4	4	1.5
Liberal Arts II	21	9.1	7	24.1	28	10.7
Research I	35	15.1	0		35	13.4
Research II	9	3.9	0		9	3.4
Specialized	21	9.1	0		21	8.0
Other	1	0.4	0		1	0.4

Table 20. Administrative Faculty Characteristics of Member and Nonmember Respondents

Characteristic	Member (N=734) N	%	Nonmember (N=40) N	%	Total (N=774) N	%
Title						
Associate Dean	152	20.7	4	10.0	156	20.2
Assistant Dean	93	12.7	1	2.5	94	12.1
Chair	149	20.3	6	15.0	155	20.0
Director	176	24.0	7	17.5	183	23.6
Head	15	2.0	0		15	1.9
Coordinator	76	10.4	15	37.5	91	11.8
Assistant to	18	2.5	3	7.5	21	2.7
Other	55	7.5	4	10.0	59	7.6
Rank						
Professor	182	24.9	7	17.5	189	24.5
Associate Professor	348	47.6	20	50.0	368	47.7
Assistant Professor	166	22.7	12	30.0	178	23.1
Instructor	14	1.9	1	2.5	15	1.9
Other	21	2.9	0		21	2.7
Not Reported	(3)				(3)	
Degree Level						
Doctoral	552	75.2	16	40.0	568	73.4
Nondoctoral	182	24.8	24	60.0	206	26.6
Tenure Status						
Tenured	472	64.4	26	66.7	498	64.5
Not Tenured	220	30.0	9	23.1	229	29.7
No Tenure System	41	5.6	4	10.3	45	5.8
Not Reported	(1)		(1)		(2)	
Salary Basis						
Academic	202	28.0	25	62.5	227	29.8
Calendar	520	72.0	15	37.5	535	70.2
Not Reported	(12)				(12)	
Gender						
Male	33	4.5	5	12.5	38	4.9
Female	700	95.5	35	87.5	735	95.1
Not Reported	(1)				(1)	
Race						
White	684	93.3	38	95.0	722	93.4
Black	32	4.4	0		32	4.1
Hispanic	4	0.5	2	5.0	6	0.8
Amer Indian or Alaskan Native	3	0.4	0		3	0.4
Asian or Pacific Isl.	10	1.4	0		10	1.3
Not Reported	(1)				(1)	

Table 21. ACADEMIC YEAR: Mean, Median, and Percentile Salaries for Doctorally and Nondoctorally Prepared Administrative Nursing Faculty by Title and Rank

Title & Rank	Doctoral				Nondoctoral			
	N	Mean	SD	Median	N	Mean	SD	Median
Associate Dean								
Professor	63	$61,062	$10,987	$60,663	1	.	.	.
Associate	64	51,924	9,358	51,018	5	$50,309	$9,097	$52,813
Assistant	16	44,830	6,488	43,750	2	.	.	.
Assistant Dean								
Professor	13	48,588	7,116	46,908	0	.	.	.
Associate	38	47,111	8,006	45,583	12	39,875	5,892	40,107
Assistant	15	43,008	5,829	43,519	8	41,202	7,898	38,823
Chair								
Professor	39	58,328	10,917	56,658	2	.	.	.
Associate	72	47,373	6,012	47,550	4	38,482	7,577	36,682
Assistant	16	44,645	5,128	44,956	16	36,849	6,603	35,720
Director								
Professor	38	51,208	12,987	49,426	2	.	.	.
Associate	62	46,484	7,843	45,536	24	39,387	9,478	37,014
Assistant	15	40,444	4,850	40,000	29	34,929	5,823	35,175
Head								
Professor	6	58,204	11,587	59,072	0	.	.	.
Associate	6	48,974	10,235	52,795	0	.	.	.
Assistant	1	.	.	.	1	.	.	.
Coordinator								
Professor	7	44,122	11,694	42,832	0	.	.	.
Associate	16	42,354	3,993	42,370	15	35,187	4,382	35,190
Assistant	8	38,122	2,577	37,710	28	33,307	3,614	32,814

Title & Rank	Doctoral			Nondoctoral		
	25th	50th	75th	25th	50th	75th
Associate Dean						
Professor	$53,673	$60,663	$66,682	.	.	.
Associate	46,631	51,018	55,730	$52,327	$52,813	$53,762
Assistant	41,092	43,750	48,137	.	.	.
Assistant Dean						
Professor	44,321	46,908	52,455	.	.	.
Associate	41,511	45,588	51,158	35,795	40,107	44,309
Assistant	37,358	43,519	44,673	35,892	38,823	43,349
Chair						
Professor	51,901	56,658	64,162	.	.	.
Associate	43,127	47,550	51,649	33,014	36,682	43,950
Assistant	41,013	44,956	47,352	32,567	35,720	40,747
Director						
Professor	41,901	49,426	61,492	.	.	.
Associate	40,909	45,536	52,422	33,060	37,014	47,084
Assistant	37,233	40,000	45,133	31,000	35,175	38,442
Head						
Professor	46,000	59,072	69,877	.	.	.
Associate	37,019	52,795	56,949	.	.	.
Assistant	.	.	.	.	.	.
Coordinator						
Professor	36,968	42,832	53,118	.	.	.
Associate	39,499	42,370	45,217	31,300	35,190	38,536
Assistant	35,699	37,710	40,530	30,785	32,814	35,917

Table 22. ACADEMIC YEAR: Percentile Salaries for Administrative Nursing Faculty by Title for ALL SCHOOLS

Title	N	10th	25th	50th	75th	90th
Associate Dean	151	$41,396	$47,541	$53,210	$60,883	$70,080
Assistant Dean	86	36,000	40,091	43,699	49,582	56,200
Chair	149	36,491	41,983	47,797	53,401	59,302
Director	170	32,243	36,100	42,545	50,229	57,270
Head	14	37,019	43,773	52,593	58,452	69,877
Coordinator	74	29,980	32,727	36,651	40,923	45,000
Assistant to	17	24,118	32,727	36,003	43,125	51,282
Other	39	37,015	42,116	49,196	56,555	65,833

Table 23. ACADEMIC YEAR: Percentile Salaries for Administrative Nursing Faculty by Title in the NORTH ATLANTIC Region

Title	N	10th	25th	50th	75th	90th
Associate Dean	26	$41,274	$47,909	$54,574	$62,182	$78,300
Assistant Dean	12	34,539	38,917	44,070	49,835	55,653
Chair	26	35,000	41,000	44,197	51,511	57,436
Director	34	30,604	35,390	42,220	52,773	56,443
Coordinator	17	28,397	29,980	32,000	35,347	40,923
Assistant to	3	.	.	35,322	.	.
Other	8	.	40,540	49,536	50,941	.

Table 24. ACADEMIC YEAR: Percentile Salaries for Administrative Nursing Faculty by Title in the MIDWESTERN Region

Title	N	10th	25th	50th	75th	90th
Associate Dean	48	$40,909	$46,157	$57,048	$61,436	$66,682
Assistant Dean	28	36,818	41,783	46,056	51,761	61,705
Chair	58	34,364	40,656	47,709	53,272	60,240
Director	50	31,046	36,252	41,516	52,750	57,781
Head	7	.	37,019	46,000	69,877	.
Coordinator	20	31,045	34,945	37,999	42,238	44,162
Assistant to	9	.	36,000	40,000	44,693	.
Other	9	.	39,000	45,502	53,182	.

Table 25. ACADEMIC YEAR: Percentile Salaries for Administrative Nursing Faculty by Title in the SOUTHERN Region

Title	N	10th	25th	50th	75th	90th
Associate Dean	52	$43,773	$46,956	$51,815	$58,003	$65,398
Assistant Dean	38	37,121	39,881	42,744	49,277	55,643
Chair	49	36,500	41,369	47,455	54,033	58,824
Director	57	33,000	37,080	43,755	49,255	56,813
Head	5	.	.	49,217	.	.
Coordinator	30	32,512	35,115	38,324	42,120	46,284
Assistant to	4	.	.	34,058	.	.
Other	14	37,873	43,000	46,278	50,299	61,349

Table 26. ACADEMIC YEAR: Percentile Salaries for Administrative Nursing Faculty by Title in the WESTERN Region

Title	N	10th	25th	50th	75th	90th
Associate Dean	25	$42,545	$49,788	$53,673	$59,891	$71,033
Assistant Dean	8	.	35,580	41,075	43,371	.
Chair	16	45,861	50,000	52,144	58,241	76,762
Director	29	33,369	37,233	43,412	47,831	52,119
Head	2	.	.	.	.	.
Coordinator	7	.	28,237	33,866	36,487	.
Assistant to	1	.	.	.	.	.
Other	8	.	52,135	58,210	63,647	.

Table 27. ACADEMIC YEAR: Percentile Salaries for Administrative Nursing Faculty by Title in PUBLIC INSTITUTIONS

Title	N	10th	25th	50th	75th	90th
Associate Dean	110	$43,750	$48,978	$53,717	$60,883	$66,682
Assistant Dean	70	37,198	40,766	43,885	49,582	55,951
Chair	99	38,455	43,699	49,870	54,661	60,240
Director	104	35,030	38,662	45,066	52,527	61,492
Head	14	37,019	43,773	52,593	58,452	69,877
Coordinator	45	32,727	35,242	38,831	42,620	46,057
Assistant to	14	32,112	32,727	37,229	43,125	51,000
Other	28	42,116	45,777	50,072	61,405	67,418

Table 28. ACADEMIC YEAR: Percentile Salaries for Administrative Nursing Faculty by Title in PRIVATE/SECULAR INSTITUTIONS

Title	N	10th	25th	50th	75th	90th
Associate Dean	22	$47,095	$51,055	$57,682	$74,029	$84,436
Assistant Dean	9	.	36,000	44,182	52,314	.
Chair	35	36,818	42,014	46,906	53,272	64,162
Director	28	29,991	34,148	41,671	50,226	55,640
Coordinator	11	29,754	30,402	33,949	38,864	39,053
Assistant to	2	.	.	.	.	.
Other	5	.	.	39,000	.	.

Table 29. ACADEMIC YEAR: Percentile Salaries for Administrative Nursing Faculty by Title in PRIVATE/RELIGIOUS INSTITUTIONS

Title	N	10th	25th	50th	75th	90th
Associate Dean	19	$35,000	$36,000	$45,818	$50,515	$57,273
Assistant Dean	7	.	34,539	37,765	42,405	.
Chair	15	30,000	31,300	40,656	47,100	51,511
Director	38	28,295	33,369	37,155	43,000	54,655
Coordinator	18	27,400	29,045	31,650	36,968	39,100
Assistant to	1	.	.	.	.	.
Other	6	.	37,873	40,429	45,502	.

Table 30. ACADEMIC YEAR: Percentile Salaries for Administrative Nursing Faculty by Title in UNIVERSITIES

Title	N	10th	25th	50th	75th	90th
Associate Dean	144	$42,545	$47,900	$53,500	$60,896	$70,080
Assistant Dean	77	36,818	40,766	44,084	49,876	56,260
Chair	130	38,557	43,252	49,239	54,000	59,063
Director	147	32,727	37,080	43,933	50,750	57,646
Head	14	37,019	43,773	52,593	58,452	69,877
Coordinator	58	31,300	35,115	37,752	41,857	46,000
Assistant to	16	32,112	34,025	37,229	43,909	51,282
Other	29	37,873	45,649	49,827	59,864	67,418

Table 31. ACADEMIC YEAR: Percentile Salaries for Administrative Nursing Faculty by Title in FOUR-YEAR COLLEGES

Title	N	10th	25th	50th	75th	90th
Associate Dean	5	.	.	$44,182	.	.
Assistant Dean	9	.	$34,830	37,430	$43,364	.
Chair	19	$30,000	33,835	41,000	43,915	$64,162
Director	20	30,542	33,380	36,950	43,490	54,214
Coordinator	16	27,400	28,721	31,211	33,558	35,347
Assistant to	1	.	.	.	.	.
Other	9	.	38,500	42,064	45,502	.

Table 32. ACADEMIC YEAR: Percentile Salaries for Administrative Nursing Faculty by Title in Institutions WITH AN ACADEMIC HEALTH CENTER

Title	N	10th	25th	50th	75th	90th
Associate Dean	93	$45,818	$50,515	$56,187	$61,776	$70,997
Assistant Dean	42	36,818	41,511	46,386	52,455	60,545
Chair	90	41,584	44,769	50,286	54,661	63,429
Director	69	35,862	42,545	46,804	55,640	60,545
Head	6	.	56,949	60,314	69,877	.
Coordinator	15	32,727	35,242	38,536	39,404	43,331
Assistant to	9	.	36,000	40,000	44,693	.
Other	15	44,369	46,650	59,864	65,833	72,731

Table 33. ACADEMIC YEAR: Percentile Salaries for Administrative Nursing Faculty by Title in Institutions WITHOUT AN ACADEMIC HEALTH CENTER

Title	N	10th	25th	50th	75th	90th
Associate Dean	58	$38,241	$44,182	$49,091	$55,557	$64,022
Assistant Dean	44	34,830	37,598	42,493	45,184	49,483
Chair	59	31,665	37,400	43,180	51,511	56,348
Director	101	29,991	35,030	38,799	46,352	52,750
Head	8	.	38,504	43,936	47,608	.
Coordinator	59	29,045	31,421	35,700	41,060	45,434
Assistant to	8	.	28,423	35,416	38,894	.
Other	24	37,015	38,898	45,576	49,705	53,182

Table 34. ACADEMIC YEAR: Percentile Salaries for Administrative Nursing Faculty by Title in Institutions WITH LESS THAN 21 FACULTY MEMBERS

Title	N	10th	25th	50th	75th	90th
Associate Dean	21	$35,509	$44,182	$49,748	$55,902	$60,883
Assistant Dean	20	34,450	36,993	42,080	44,070	45,806
Chair	32	31,300	36,950	42,364	50,756	57,436
Director	58	26,793	35,030	37,768	44,182	49,178
Head	1	.	.	.	.	.
Coordinator	40	28,721	31,361	35,260	39,735	41,980
Assistant to	5	.	.	35,322	.	.
Other	9	.	37,015	39,000	47,446	.

Table 35. ACADEMIC YEAR: Percentile Salaries for Administrative Nursing Faculty by Title in Institutions WITH 21-40 FACULTY MEMBERS

Title	N	10th	25th	50th	75th	90th
Associate Dean	49	$39,750	$45,000	$50,433	$57,445	$64,022
Assistant Dean	30	35,928	40,766	44,123	48,580	52,385
Chair	31	34,364	38,450	43,252	49,870	53,273
Director	48	30,604	34,436	40,101	49,802	56,443
Head	4	.	.	46,495	.	.
Coordinator	21	31,000	33,949	39,053	43,526	46,057
Assistant to	1	.	.	.	.	.
Other	10	39,968	42,116	45,576	52,036	60,224

Table 36. ACADEMIC YEAR: Percentile Salaries for Administrative Nursing Faculty by Title in Institutions WITH MORE THAN 40 FACULTY MEMBERS

Title	N	10th	25th	50th	75th	90th
Associate Dean	81	$46,818	$50,515	$56,255	$63,254	$70,992
Assistant Dean	36	36,818	41,210	47,072	55,559	61,705
Chair	86	42,027	45,861	50,478	55,150	63,432
Director	64	37,233	42,545	47,674	56,609	64,308
Head	9	.	46,000	56,949	62,175	.
Coordinator	13	32,727	35,242	37,784	39,100	43,331
Assistant to	11	32,318	35,509	40,000	51,000	51,282
Other	20	41,582	47,923	54,630	62,646	70,075

Table 37. CALENDAR YEAR: Mean, Median and Percentile Salaries for Doctorally and Nondoctorally Prepared Administrative Nursing Faculty by Title and Rank

Title & Rank	Doctoral				Nondoctoral			
	N	Mean	SD	Median	N	Mean	SD	Median
Associate Dean								
Professor	63	$74,631	$13,429	$74,144	1	.	.	.
Associate	64	63,462	11,437	62,355	5	$61,489	$11,118	$64,549
Assistant	16	54,793	7,930	53,472	2	.	.	.
Assistant Dean								
Professor	13	59,386	8,698	57,332	0	.	.	.
Associate	38	57,580	9,786	55,719	12	48,736	7,201	49,020
Assistant	15	52,566	7,124	53,190	8	50,358	9,653	47,451
Chair								
Professor	39	71,289	13,343	69,249	2	.	.	.
Associate	72	57,901	7,348	58,117	4	47,034	9,261	44,833
Assistant	16	54,566	6,268	54,946	16	45,037	8,071	43,658
Director								
Professor	38	62,587	15,873	60,410	2	.	.	.
Associate	62	56,814	9,586	55,655	24	48,140	11,584	45,239
Assistant	15	49,432	5,928	48,889	29	42,691	7,117	42,992
Head								
Professor	6	71,138	14,162	72,199	0	.	.	.
Associate	6	59,858	12,509	64,527	0	.	.	.
Assistant	1	.	.	.	1	.	.	.
Coordinator								
Professor	7	53,927	14,293	52,350	0	.	.	.
Associate	16	51,766	4,880	51,786	15	43,006	5,356	43,010
Assistant	8	46,593	3,150	46,090	28	40,709	4,417	40,106

Title & Rank	Doctoral			Nondoctoral		
	25th	50th	75th	25th	50th	75th
Associate Dean						
Professor	$65,600	$74,144	$81,500	.	.	.
Associate	56,993	62,355	68,114	63,955	64,549	65,709
Assistant	50,223	53,472	58,835	.	.	.
Assistant Dean						
Professor	54,170	57,332	64,112	.	.	.
Associate	50,736	55,719	62,526	43,749	49,020	54,156
Assistant	45,660	53,190	54,600	43,868	47,451	52,982
Chair						
Professor	63,435	69,249	78,420	.	.	.
Associate	52,710	58,117	63,126	.	44,833	.
Assistant	50,128	54,946	57,875	39,805	43,658	49,802
Director						
Professor	51,212	60,410	75,157	.	.	.
Associate	50,000	55,655	64,071	40,407	45,239	57,547
Assistant	45,507	48,889	55,162	37,089	42,992	46,985
Head						
Professor	56,222	72,199	85,405	.	.	.
Associate	45,246	64,527	69,604	.	.	.
Assistant	.	.	.	.	.	.
Coordinator						
Professor	45,183	52,350	64,922	.	.	.
Associate	48,276	51,786	55,265	38,256	43,010	47,100
Assistant	43,632	46,090	49,537	37,626	40,106	43,899

Table 38. CALENDAR YEAR: Percentile Salaries for Administrative Nursing Faculty by Title for ALL SCHOOLS

	Valid N	10th	25th	50th	75th	90th
Title						
Associate Dean	151	$50,595	$58,106	$65,034	$74,412	$85,653
Assistant Dean	86	$44,000	$49,000	$53,410	$60,600	$68,689
Chair	149	$44,600	$51,312	$58,419	$65,268	$72,480
Director	170	$39,408	$44,122	$52,000	$61,391	$69,997
Head	14	$45,246	$53,500	$64,280	$71,441	$85,405
Coordinator	74	$36,642	$40,000	$44,796	$50,017	$55,000
Assistant to	17	$29,478	$40,000	$44,004	$52,708	$62,678
Other	39	$45,241	$51,475	$60,128	$69,123	$80,462

Table 39. CALENDAR YEAR: Percentile Salaries for Administrative Nursing Faculty by Title in the NORTH ATLANTIC Region

Title	N	10th	25th	50th	75th	90th
Associate Dean	26	$50,446	$58,555	$66,702	$76,000	$95,700
Assistant Dean	12	42,214	47,565	53,863	60,910	68,020
Chair	26	42,778	50,111	54,019	62,958	70,200
Director	34	37,405	43,255	51,603	64,500	68,986
Coordinator	17	34,708	36,642	39,111	43,202	50,017
Assistant to	3	.	.	43,171	.	.
Other	8	.	49,548	60,545	62,261	.

Table 40. CALENDAR YEAR: Percentile Salaries for Administrative Nursing Faculty by Title in the MIDWESTERN Region

Title	N	10th	25th	50th	75th	90th
Associate Dean	48	$50,000	$56,414	$69,725	$75,088	$81,500
Assistant Dean	28	45,000	51,068	56,291	63,263	75,417
Chair	58	42,000	49,691	58,311	65,110	73,627
Director	50	37,945	44,308	50,742	64,472	70,622
Head	7	.	45,246	56,222	85,405	.
Coordinator	20	37,944	42,711	46,443	51,625	53,976
Assistant to	9	.	44,000	48,889	54,625	.
Other	9	.	47,667	55,614	65,000	.

Table 41. CALENDAR YEAR: Percentile Salaries for Administrative Nursing Faculty by Title in the SOUTHERN Region

Title	N	10th	25th	50th	75th	90th
Associate Dean	52	$53,500	$57,391	$63,330	$70,892	$79,931
Assistant Dean	38	45,370	48,744	52,243	60,227	68,008
Chair	49	44,611	50,562	58,000	66,040	71,896
Director	57	40,333	45,320	53,478	60,200	69,438
Head	5	.	.	60,154	.	.
Coordinator	30	39,736	42,918	46,840	51,480	56,569
Assistant to	4	.	.	41,626	.	.
Other	14	46,289	52,556	56,562	61,476	74,982

Table 42. CALENDAR YEAR: Percentile Salaries for Administrative Nursing Faculty by Title in the WESTERN Region

Title	N	10th	25th	50th	75th	90th
Associate Dean	25	$52,000	$60,852	$65,600	$73,200	$86,818
Assistant Dean	8	.	43,486	50,202	53,009	.
Chair	16	56,052	61,111	63,732	71,184	93,820
Director	29	40,784	45,507	53,059	58,460	63,701
Head	2	.	.	.	.	.
Coordinator	7	.	34,512	41,392	44,595	.
Assistant to	1	.	.	.	.	.
Other	8	.	63,721	71,145	77,791	.

Table 43. CALENDAR YEAR: Percentile Salaries for Administrative Nursing Faculty by Title in PUBLIC INSTITUTIONS

Title	N	10th	25th	50th	75th	90th
Associate Dean	110	$53,472	$59,862	$65,655	$74,412	$81,500
Assistant Dean	70	45,464	49,825	53,637	60,600	68,385
Chair	99	47,000	53,410	60,952	66,808	73,627
Director	104	42,814	47,254	55,081	64,200	75,157
Head	14	45,246	53,500	64,280	71,441	85,405
Coordinator	45	40,000	43,073	47,460	52,091	56,292
Assistant to	14	39,248	40,000	45,502	52,708	62,333
Other	28	51,475	55,950	61,199	75,051	82,400

Table 44. CALENDAR YEAR: Percentile Salaries for Administrative Nursing Faculty by Title in PRIVATE/SECULAR INSTITUTIONS

Title	N	10th	25th	50th	75th	90th
Associate Dean	22	$57,560	$62,400	$70,500	$90,480	$103,200
Assistant Dean	9	.	44,000	54,000	63,939	.
Chair	35	45,000	51,350	57,330	65,110	78,420
Director	28	36,656	41,736	50,931	61,388	68,004
Coordinator	11	36,366	37,158	41,493	47,500	47,731
Assistant to	2	.	.	.	.	.
Other	5	.	.	47,667	.	.

Table 45. CALENDAR YEAR: Percentile Salaries for Administrative Nursing Faculty by Title in PRIVATE/RELIGIOUS INSTITUTIONS

Title	N	10th	25th	50th	75th	90th
Associate Dean	19	$42,778	$44,000	$56,000	$61,740	$70,000
Assistant Dean	7	.	42,214	46,157	51,828	.
Chair	15	36,667	38,255	49,691	57,567	62,958
Director	38	34,583	40,784	45,411	52,556	66,800
Coordinator	18	33,489	35,500	38,683	45,183	47,789
Assistant to	1	.	.	.	.	.
Other	6	.	46,289	49,414	55,614	.

Table 46. CALENDAR YEAR: Percentile Salaries for Administrative Nursing Faculty by Title in UNIVERSITIES

Title	N	10th	25th	50th	75th	90th
Associate Dean	144	$52,000	$58,545	$65,389	$74,429	$85,653
Assistant Dean	77	45,000	49,825	53,880	60,960	68,762
Chair	130	47,125	52,864	60,181	66,000	72,188
Director	147	40,000	45,320	53,696	62,028	70,456
Head	14	45,246	53,500	64,280	71,441	85,405
Coordinator	58	38,256	42,918	46,141	51,158	56,222
Assistant to	16	39,248	41,586	45,502	53,667	62,678
Other	29	46,289	55,793	60,900	73,167	82,400

Table 47. CALENDAR YEAR: Percentile Salaries for Administrative Nursing Faculty by Title in FOUR-YEAR COLLEGES

Title	N	10th	25th	50th	75th	90th
Associate Dean	5	.	.	$54,000	.	.
Assistant Dean	9	.	$42,570	45,748	$53,000	.
Chair	19	$36,667	41,354	50,111	53,674	$78,420
Director	20	37,329	40,797	45,161	53,155	66,262
Coordinator	16	33,489	35,104	38,146	41,015	43,202
Assistant to	1	.	.	.	.	.
Other	9	.	47,056	51,411	55,614	.

Table 48. CALENDAR YEAR: Percentile Salaries for Administrative Nursing Faculty by Title in Institutions WITH AN ACADEMIC HEALTH CENTER

Title	N	10th	25th	50th	75th	90th
Associate Dean	93	$56,000	$61,740	$68,673	$75,504	$86,774
Assistant Dean	42	45,000	50,736	56,694	64,112	74,000
Chair	90	50,825	54,718	61,461	66,808	77,524
Director	69	43,831	52,000	57,205	68,004	74,000
Head	6	.	69,604	73,717	85,405	.
Coordinator	15	40,000	43,073	47,100	48,160	52,960
Assistant to	9	.	44,000	48,889	54,625	.
Other	15	54,229	57,017	73,167	80,462	88,894

Table 49. CALENDAR YEAR: Percentile Salaries for Administrative Nursing Faculty by Title in Institutions WITHOUT AN ACADEMIC HEALTH CENTER

Title	N	10th	25th	50th	75th	90th
Associate Dean	58	$46,739	$54,000	$60,000	$67,903	$78,249
Assistant Dean	44	42,570	45,953	51,935	55,225	60,479
Chair	59	38,702	45,711	52,776	62,958	68,870
Director	101	36,656	42,814	47,421	56,652	64,472
Head	8	.	47,060	53,700	58,188	.
Coordinator	59	35,500	38,403	43,633	50,184	55,530
Assistant to	8	.	34,739	43,286	47,538	.
Other	24	45,241	47,541	55,704	60,750	65,000

Table 50. CALENDAR YEAR: Percentile Salaries for Administrative Nursing Faculty by Title in Institutions WITH LESS THAN 21 FACULTY MEMBERS

Title	N	10th	25th	50th	75th	90th
Associate Dean	21	$43,400	$54,000	$60,803	$68,325	$74,412
Assistant Dean	20	42,106	45,214	51,431	53,863	55,985
Chair	32	38,255	45,161	51,778	62,035	70,200
Director	58	32,747	42,814	46,161	54,000	60,106
Head	1	.	.	.	.	.
Coordinator	40	35,104	38,330	43,095	48,564	51,309
Assistant to	5	.	.	43,171	.	.
Other	9	.	45,241	47,667	57,990	.

Table 51. CALENDAR YEAR: Percentile Salaries for Administrative Nursing Faculty by Title in Institutions WITH 21-40 FACULTY MEMBERS

Title	N	10th	25th	50th	75th	90th
Associate Dean	49	$48,583	$55,000	$61,640	$70,210	$78,249
Assistant Dean	30	43,912	49,825	53,929	59,376	64,026
Chair	31	42,000	46,994	52,864	60,952	65,111
Director	48	37,405	42,088	49,013	60,869	68,986
Head	4	.	.	56,827	.	.
Coordinator	21	37,889	41,493	47,731	53,198	56,292
Assistant to	1	.	.	.	.	.
Other	10	48,850	51,475	55,704	63,600	73,607

Table 52. CALENDAR YEAR: Percentile Salaries for Administrative Nursing Faculty by Title in Institutions WITH MORE THAN 40 FACULTY MEMBERS

Title	N	10th	25th	50th	75th	90th
Associate Dean	81	$57,222	$61,740	$68,756	$77,310	$86,768
Assistant Dean	36	45,000	50,368	57,533	67,906	75,417
Chair	86	51,366	56,052	61,696	67,405	77,528
Director	64	45,507	52,000	58,268	69,189	78,599
Head	9	.	56,222	69,604	75,992	.
Coordinator	13	40,000	43,073	46,180	47,789	52,960
Assistant to	11	39,500	43,400	48,889	62,333	62,678
Other	20	50,823	58,573	66,770	76,567	85,647

APPENDIX A

List of Institutions That Provided Required Data for the 1991-92 Deans' Salaries Analysis

NORTH ATLANTIC REGION

CONNECTICUT
- Fairfield University
- Southern Connecticut State University
- St. Joseph College
- University of Connecticut
- University of Hartford
- Western Connecticut State University
- Yale University

DELAWARE
- University of Delaware
- Wilmington College

DISTRICT OF COLUMBIA
- Catholic University of America
- Georgetown University
- Howard University

MAINE
- Husson College/E. Maine Medical Center
- St. Joseph's College
- University of Maine
- University of Maine-Fort Kent
- University of Southern Maine
- Westbrook College

MASSACHUSETTS
- Atlantic Union College
- Boston College
- College of Our Lady of the Elms
- Curry College
- Fitchburg State College
- Framingham State College
- MGH Institute of Health Professions
- Massachusetts College of Pharmacy /Allied Health Science
- Northeastern University
- Salem State College
- University of Massachusetts Medical Center
- University of Massachusetts-Amherst
- University of Massachusetts-Dartmouth
- University of Massachusetts-Lowell
- University of Massachusetts-Boston

NEW HAMPSHIRE
- Colby-Sawyer College
- Saint Anselm College
- University of New Hampshire

NEW JERSEY
- Bloomfield College
- College of St. Elizabeth
- Fairleigh Dickinson University
- Felician College
- Jersey City State College
- Kean College of New Jersey

NEW JERSEY, CONTINUED
- Monmouth College
- Rutgers, The State Univ. of New Jersey
- Rutgers, The State Univ. of NJ-Camden
- Saint Peter's College
- Seton Hall University
- Stockton State College
- Thomas A. Edison State College
- Trenton State College
- William Paterson College

NEW YORK
- Adelphi University
- C. W. Post Campus/LIU
- City College of CUNY
- College of Mount Saint Vincent
- College of New Rochelle
- Columbia University Teachers College
- Columbia University
- D'Youville College
- Daemen College
- Dominican College of Blauvelt
- Elmira College
- Hartwick College
- Hunter College of CUNY
- Lehman College of CUNY
- Long Island University
- Medgar Evers College of CUNY
- Molloy College
- New York University
- Niagara University
- Pace University
- Roberts Wesleyan College
- Russell Sage College
- SUNY College at Brockport
- SUNY College at Plattsburgh
- SUNY Health Science Center/Brooklyn
- SUNY Health Science Center/Syracuse
- SUNY Inst. of Tech. at Utica/Rome
- SUNY/Binghamton
- SUNY/Buffalo
- SUNY/College at New Paltz
- SUNY/Stony Brook
- St. John Fisher College
- St. Joseph's College
- Syracuse University
- University of the State of New York
- University of Rochester
- Wagner College

PENNSYLVANIA
- Bloomsburg University
- California University of Pennsylvania
- Carlow College

PENNSYLVANIA, CONTINUED
Cedar Crest College
College Misericordia
East Stroudsburg University
Eastern College
Edinboro University of Pennsylvania
Gannon University
Gwynedd-Mercy College
Hahnemann University
Holy Family College
Immaculata College
Indiana University of Pennsylvania
La Salle University
Lycoming College
Marywood College
Messiah College
Millersville University
Neumann College
Pennsylvania State University
Saint Francis College
Slippery Rock University
Thiel College
Thomas Jefferson University
University of Pennsylvania
University of Pittsburgh
University of Scranton
Villanova University
Waynesburg College
West Chester University
Widener University
Wilkes University
York College of Pennsylvania

RHODE ISLAND
Rhode Island College
University of Rhode Island

VERMONT
University of Vermont
Vermont College of Norwich University

MIDWESTERN REGION

ILLINOIS
Aurora University
Barat College & University of Health Sciences
Bradley University
Chicago State University
Concordia-West Suburban College of Nursing
Culver Stockton-Blessing Rieman
DePaul University
Elmhurst College
Governors State University
Illinois Benedictine College
Illinois Wesleyan University
Lewis University
Loyola University of Chicago
McKendree College
Millikin University
North Park College

ILLINOIS, CONTINUED
Northern Illinois University
Olivet Nazarene University
Rockford College
Rush University
Sangamon State University
Southern Illinois University
St. Joseph College of Nursing
St. Xavier College
Trinity Christian College
University of Illinois

INDIANA
Anderson University
Ball State University
Bethel College of Indiana
DePauw University
Goshen College
Indiana State University
Indiana University-Purdue University
Indiana University
Marian College
Purdue University-Calumet Campus
Purdue University
Saint Francis College
Saint Mary's College
The University of Indianapolis
Valparaiso University

IOWA
Briar Cliff College
Coe College
Drake University
Grand View College
Iowa Wesleyan College
Luther College
Morningside College
Mount Mercy College
Teikyo Marycrest College
University of Iowa

KANSAS
Fort Hays State University
Kansas Newman College
Pittsburg State University
St. Mary of the Plains College
The University of Kansas
The Wichita State University
Washburn University of Topeka

MICHIGAN
Andrews University
Eastern Michigan University
Ferris State University
Grand Valley State University
Hope/Calvin Colleges
Lake Superior State University
Madonna University
Michigan State University
Northern Michigan University
Oakland University
Saginaw Valley State University

MICHIGAN, CONTINUED
University of Detroit Mercy
University of Michigan
Wayne State University

MINNESOTA
Augsburg College
Bemidji State University
Bethel College of Minnesota
Metropolitan State University
Minnesota Intercollegiate Nursing
Moorhead State University
The College of St. Catherine
University of Minnesota
Winona State University

MISSOURI
Avila College
Central Methodist College
Graceland College
Missouri Western State College
Northeast Missouri State University
Research College of Nursing
Saint Louis University
Southeast Missouri State University
Southwest Baptist University
Southwest Missouri State University
University of Missouri-Columbia
University of Missouri-Kansas City
University of Missouri-St. Louis
Webster University

NEBRASKA
Bishop Clarkson College
Creighton University
Midland Lutheran College
University of Nebraska Medical Center

NORTH DAKOTA
Jamestown College
Medcenter One College of Nursing
Minot State University
Tri-College University
University of Mary
University of North Dakota

OHIO
Ashland University
Capital University
Cedarville College
Cleveland State University
College of Mount St. Joseph
Franklin University
Kent State University
Lourdes College
Malone College
Miami University
Ohio State University
Ohio University
Ohio Wesleyan University
University of Akron
University of Cincinnati
Ursuline College

OHIO, CONTINUED
Walsh College
Wright State University
Xavier University
Youngstown State University

SOUTH DAKOTA
Augustana College
South Dakota State University

WISCONSIN
Alverno College
Cardinal Stritch College
Carroll College
Edgewood College
Marian College of Fond du Lac
Marquette University
Silver Lake College
University of Wisconsin-Eau Claire
University of Wisconsin-Green Bay
University of Wisconsin-Madison
University of Wisconsin-Milwaukee
University of Wisconsin-Oshkosh
Viterbo College

SOUTHERN REGION

ALABAMA
Auburn University
Auburn University at Montgomery
Jacksonville State University
Oakwood College
The University of Alabama
Troy State University
Tuskegee University
University of Alabama at Birmingham
University of Alabama-Huntsville
University of North Alabama
University of South Alabama

ARKANSAS
Arkansas State University
Arkansas Tech University
Harding University
Henderson State University
University of Arkansas at Pine Bluff
University of Arkansas for Medical Sciences
University of Central Arkansas

FLORIDA
Barry University
Florida A & M University
Florida Atlantic University
Florida State University
Jacksonville University
Pensacola Christian College
University of Central Florida
University of Florida
University of Miami
University of North Florida
University of South Florida
University of Tampa
University of West Florida

GEORGIA
- Brenau College
- Clayton State College
- Georgia Southern University
- Georgia Southwestern College
- Georgia State University
- Kennesaw State College
- Medical College of Georgia
- North Georgia College
- Valdosta State College

KENTUCKY
- Bellarmine College
- Berea College
- Eastern Kentucky University
- Kentucky Wesleyan College
- Morehead State University
- Murray State University
- Northern Kentucky University
- Spalding University
- University of Kentucky
- University of Louisville
- Western Kentucky University

LOUISIANA
- Grambling State University
- Louisiana College
- Louisiana State University Medical Ctr.
- Loyola University of New Orleans
- McNeese State University
- Nicholls State University
- Southeastern Louisiana University
- Southern University and A&M College
- University of Southwestern Louisiana

MARYLAND
- Bowie State University
- College of Notre Dame of Maryland
- Coppin State College
- Salisbury State University
- Towson State University
- University of Maryland-Baltimore

MISSISSIPPI
- Alcorn State University
- Delta State University
- Mississippi College
- Mississippi University for Women
- University of Southern Mississippi
- University of Mississippi

NORTH CAROLINA
- Barton College
- Duke University
- East Carolina University
- North Carolina A&T State University
- Queens College
- University of North Carolina-Chapel Hill
- University of North Carolina-Charlotte
- University of North Carolina-Greensboro
- University of North Carolina-Wilmington
- Western Carolina University

OKLAHOMA
- Central State University
- East Central University
- Langston University
- Northeastern State University
- Northwestern Oklahoma State University
- Oklahoma City University
- Oral Roberts University
- Southern Nazarene University
- Southwestern Oklahoma State University
- The University of Tulsa
- University of Oklahoma

PUERTO RICO
- University of Puerto Rico-Mayaguez

SOUTH CAROLINA
- Clemson University
- Lander College
- Medical University of South Carolina
- South Carolina State College
- University of South Carolina at Aiken
- University of South Carolina-Spartanburg
- University of South Carolina

TENNESSEE
- Austin Peay State University
- Belmont College
- Carson-Newman College
- East Tennessee State University
- Memphis State University
- Middle Tennessee State University
- Tennessee State University
- Tennessee Technological University
- Union University
- University of Tennessee at Martin
- University of Tennessee-Chattanooga
- University of Tennessee-Knoxville
- University of Tennessee-Memphis
- Vanderbilt University

TEXAS
- Abilene Intercollegiate School
- Baylor University
- Corpus Christi State University
- Houston Baptist University
- Incarnate Word College
- Midwestern State University
- Prairie View A & M University
- Southwestern Adventist College
- Texas Christian University
- Texas Tech University Health Sci. Ctr.
- Texas Woman's University
- Univ. Texas Health Science Ctr-San Antonio
- Univ. Texas Health Science Ctr-Houston
- University of Mary Hardin-Baylor
- University of Texas-Arlington
- University of Texas-Austin
- University of Texas-El Paso
- University of Texas-Galveston
- University of Texas-Pan American
- University of Texas-Tyler
- West Texas State University

VIRGIN ISLANDS
University of the Virgin Islands
VIRGINIA
Christopher Newport College
Eastern Mennonite College
George Mason University
James Madison University
Liberty University
Lynchburg College
Marymount University
Norfolk State University
Old Dominion University
Shenandoah University
University of Virginia
Virginia Commonwealth University
WEST VIRGINIA
Alderson-Broaddus College
Marshall University
University of Charleston
West Virginia University

WESTERN REGION

ALASKA
University of Alaska Anchorage
ARIZONA
Arizona State University
Grand Canyon University
Northern Arizona University
University of Arizona
University of Phoenix
CALIFORNIA
Azusa Pacific University
California State University-Bakersfield
California State University-Chico
California State University-Fresno
California State University-Fullerton
California State University-Hayward
California State University-Long Beach
California State University-Los Angeles
California State University-Sacramento
California State University-Stanislaus
Dominican College of San Rafael
Holy Names College
Loma Linda University
Mt. St. Mary's College
San Diego State University
San Francisco State University
Sonoma State University
University of California-Los Angeles
University of California-San Francisco
University of San Diego
University of San Francisco

COLORADO
Metropolitan State College
Regis University
University of Colorado Health Science Center
University of Northern Colorado
COLORADO, CONTINUED
University of Southern Colorado
HAWAII
University of Hawaii at Manoa
IDAHO
Boise State University
Idaho State University
Lewis-Clark State College
MONTANA
Montana State University
Northern Montana College
NEVADA
University of Nevada-Las Vegas
University of Nevada-Reno
NEW MEXICO
New Mexico State University
University of New Mexico
OREGON
Linfield College
Oregon Health Sciences University
Oregon Institute of Technology
Southern Oregon State College
University of Portland
UTAH
University of Utah
Weber State University
Westminster College
WASHINGTON
Gonzaga University
Intercollegiate Center for Nursing Education
Pacific Lutheran University
Saint Martin's College
Seattle Pacific University
Seattle University
University of Washington
WYOMING
University of Wyoming

APPENDIX B

List of Institutions That Provided Salary Data for the 1991-92 Administrative Faculty Salaries Survey

NORTH ATLANTIC REGION

CONNECTICUT
- Fairfield University
- Southern Connecticut State University
- St. Joseph College
- University of Connecticut
- University of Hartford
- Western Connecticut State University

DELAWARE
- University of Delaware
- Wilmington College

DISTRICT OF COLUMBIA
- Catholic University of America
- Georgetown University
- Howard University

MAINE
- Husson College/E. Maine Medical Center
- St. Joseph's College
- University of Maine
- University of Maine-Fort Kent
- University of Southern Maine
- Westbrook College

MASSACHUSETTS
- American International College
- Atlantic Union College
- Boston College
- College of Our Lady of the Elms
- Curry College
- Fitchburg State College
- Framingham State College
- MGH Institute of Health Professions
- Massachusetts College of Pharmacy /Allied Health Science
- Northeastern University
- Salem State College
- University of Massachusetts Medical Center
- University of Massachusetts-Amherst
- University of Massachusetts-Dartmouth
- University of Massachusetts-Lowell
- University of Massachusetts-Boston

NEW HAMPSHIRE
- Colby-Sawyer College
- Saint Anselm College
- University of New Hampshire

NEW JERSEY
- Bloomfield College
- College of St. Elizabeth
- Fairleigh Dickinson University
- Felician College
- Jersey City State College
- Kean College of New Jersey

NEW JERSEY, CONTINUED
- Monmouth College
- Rutgers, The State Univ. of New Jersey
- Rutgers, The State Univ. of NJ-Camden
- Saint Peter's College
- Seton Hall University
- Stockton State College
- Thomas A. Edison State College
- Trenton State College
- William Paterson College

NEW YORK
- Adelphi University
- C. W. Post Campus/LIU
- City College of CUNY
- College of Mount Saint Vincent
- College of New Rochelle
- Columbia University Teachers College
- Columbia University
- D'Youville College
- Daemen College
- Dominican College of Blauvelt
- Elmira College
- Hartwick College
- Hunter College of CUNY
- Lehman College of CUNY
- Long Island University
- Medgar Evers College of CUNY
- Molloy College
- New York University
- Niagara University
- Pace University
- Roberts Wesleyan College
- Russell Sage College
- SUNY College at Brockport
- SUNY College at Plattsburgh
- SUNY Health Science Center/Brooklyn
- SUNY Health Science Center/Syracuse
- SUNY Inst. of Tech. at Utica/Rome
- SUNY/Binghamton
- SUNY/Buffalo
- SUNY/College at New Paltz
- SUNY/Stony Brook
- St. John Fisher College
- St. Joseph's College
- Syracuse University
- University of the State of New York
- University of Rochester
- Wagner College

PENNSYLVANIA
- Bloomsburg University
- California University of Pennsylvania
- College Misericordia

PENNSYLVANIA, CONTINUED
Eastern College
Edinboro University of Pennsylvania
Gannon University
Hahnemann University
Holy Family College
Immaculata College
Indiana University of Pennsylvania
La Salle University
Lycoming College
Marywood College
Messiah College
Millersville University
Neumann College
Pennsylvania State University
Saint Francis College
Slippery Rock University
Thiel College
Thomas Jefferson University
University of Pennsylvania
University of Pittsburgh
University of Scranton
Villanova University
Waynesburg College
West Chester University
Widener University
Wilkes University
York College of Pennsylvania

RHODE ISLAND
Rhode Island College
University of Rhode Island

VERMONT
University of Vermont
Vermont College of Norwich University

MIDWESTERN REGION

ILLINOIS
Aurora University
Barat College & University of Health Sciences
Bradley University
Chicago State University
Concordia-West Suburban College of Nursing
Culver Stockton-Blessing Rieman
DePaul University
Elmhurst College
Governors State University
Illinois Benedictine College
Illinois Wesleyan University
Lewis University
Loyola University of Chicago
McKendree College
Mennonite College of Nursing
Millikin University
North Park College
Northern Illinois University
Olivet Nazarene University
Rockford College

ILLINOIS, CONTINUED
Rush University
Sangamon State University
Southern Illinois University
St. Joseph College of Nursing
St. Xavier College
Trinity Christian College
University of Illinois

INDIANA
Anderson University
Ball State University
Bethel College of Indiana
DePauw University
Goshen College
Indiana State University
Indiana University-Purdue University
Indiana University
Marian College
Purdue University-Calumet Campus
Purdue University
Saint Francis College
Saint Mary's College
The University of Indianapolis
University of Evansville

IOWA
Briar Cliff College
Coe College
Drake University
Grand View College
Iowa Wesleyan College
Luther College
Morningside College
Mount Mercy College
Teikyo Marycrest College
University of Iowa

KANSAS
Fort Hays State University
Kansas Newman College
Pittsburg State University
St. Mary of the Plains College
The University of Kansas
The Wichita State University
Washburn University of Topeka

MICHIGAN
Andrews University
Eastern Michigan University
Ferris State University
Grand Valley State University
Hope/Calvin Colleges
Lake Superior State University
Madonna University
Michigan State University
Northern Michigan University
Oakland University
Saginaw Valley State University
University of Detroit Mercy
University of Michigan
Wayne State University

MINNESOTA
- Augsburg College
- Bemidji State University
- Bethel College of Minnesota
- College of St. Scholastica
- Metropolitan State University
- Minnesota Intercollegiate Nursing
- Moorhead State University
- The College of St. Catherine
- University of Minnesota
- Winona State University

MISSOURI
- Avila College
- Central Methodist College
- Deaconess College of Nursing
- Graceland College
- Missouri Western State College
- Northeast Missouri State University
- Research College of Nursing
- Saint Louis University
- Southeast Missouri State University
- Southwest Baptist University
- Southwest Missouri State University
- University of Missouri-Columbia
- University of Missouri-Kansas City
- University of Missouri-St. Louis
- Webster University

NEBRASKA
- Bishop Clarkson College
- Creighton University
- Midland Lutheran College
- Nebraska Methodist College
- University of Nebraska Med Center

NORTH DAKOTA
- Jamestown College
- Medcenter One College of Nursing
- Minot State University
- Tri-College University
- University of Mary
- University of North Dakota

OHIO
- Ashland University
- Capital University
- Cedarville College
- Cleveland State University
- College of Mount St. Joseph
- Franklin University
- Lourdes College
- Malone College
- Medical College of Ohio
- Miami University
- Ohio State University
- Ohio University
- Ohio Wesleyan University
- University of Akron
- University of Cincinnati
- Ursuline College
- Walsh College

OHIO, CONTINUED
- Wright State University
- Xavier University
- Youngstown State University

SOUTH DAKOTA
- Augustana College
- South Dakota State University

WISCONSIN
- Alverno College
- Cardinal Stritch College
- Carroll College
- Edgewood College
- Marian College of Fond du Lac
- Marquette University
- Silver Lake College
- University of Wisconsin-Eau Claire
- University of Wisconsin-Green Bay
- University of Wisconsin-Madison
- University of Wisconsin-Milwaukee
- University of Wisconsin-Oshkosh

SOUTHERN REGION

ALABAMA
- Auburn University at Montgomery
- Oakwood College
- The University of Alabama
- Troy State University
- Tuskegee University
- University of Alabama at Birmingham
- University of Alabama-Huntsville
- University of North Alabama
- University of South Alabama

ARKANSAS
- Arkansas State University
- Arkansas Tech University
- Harding University
- Henderson State University
- University of Arkansas at Pine Bluff
- University of Arkansas for Medical Sciences
- University of Central Arkansas

FLORIDA
- Barry University
- Florida A & M University
- Florida Atlantic University
- Florida State University
- Jacksonville University
- Pensacola Christian College
- University of Central Florida
- University of Florida
- University of Miami
- University of North Florida
- University of South Florida
- University of Tampa
- University of West Florida

GEORGIA
- Brenau College
- Clayton State College

GEORGIA, CONTINUED
- Georgia Southern University
- Georgia Southwestern College
- Georgia State University
- Kennesaw State College
- Medical College of Georgia
- North Georgia College
- Valdosta State College

KENTUCKY
- Bellarmine College
- Berea College
- Eastern Kentucky University
- Kentucky Wesleyan College
- Morehead State University
- Murray State University
- Northern Kentucky University
- Spalding University
- University of Kentucky
- University of Louisville
- Western Kentucky University

LOUISIANA
- Grambling State University
- Louisiana College
- Louisiana State University Medical Ctr.
- Loyola University of New Orleans
- McNeese State University
- Nicholls State University
- Northeast Louisiana University
- Our Lady of Holy Cross College
- Southeastern Louisiana University
- Southern University and A&M College
- University of Southwestern Louisiana

MARYLAND
- Bowie State University
- College of Notre Dame of Maryland
- Coppin State College
- Johns Hopkins University
- Salisbury State University
- Towson State University
- University of Maryland-Baltimore

MISSISSIPPI
- Alcorn State University
- Delta State University
- Mississippi College
- Mississippi University for Women
- University of Southern Mississippi
- University of Mississippi

NORTH CAROLINA
- Barton College
- Duke University
- East Carolina University
- North Carolina A&T State University
- Queens College
- University of North Carolina-Chapel Hill
- University of North Carolina-Charlotte
- University of North Carolina-Greensboro
- University of North Carolina-Wilmington
- Western Carolina University

OKLAHOMA
- Central State University
- East Central University
- Northeastern State University
- Northwestern Oklahoma State University
- Oklahoma City University
- Oral Roberts University
- Southern Nazarene University
- Southwestern Oklahoma State Univ.
- The University of Tulsa
- University of Oklahoma

PUERTO RICO
- University of Puerto Rico-Mayaguez

SOUTH CAROLINA
- Clemson University
- Lander College
- Medical University of South Carolina
- South Carolina State College
- University of South Carolina at Aiken
- University of South Carolina-Spartanburg
- University of South Carolina

TENNESSEE
- Austin Peay State University
- Belmont College
- Carson-Newman College
- East Tennessee State University
- Memphis State University
- Middle Tennessee State University
- Tennessee State University
- Tennessee Technological University
- Union University
- University of Tennessee at Martin
- University of Tennessee-Chattanooga
- University of Tennessee-Knoxville
- University of Tennessee-Memphis
- Vanderbilt University

TEXAS
- Abilene Intercollegiate School
- Baylor University
- Corpus Christi State University
- Houston Baptist University
- Midwestern State University
- Prairie View A & M University
- Southwestern Adventist College
- Texas Christian University
- Texas Woman's University
- Univ. Texas Health Science Ctr-San Antonio
- Univ. Texas Health Science Ctr-Houston
- University of Mary Hardin-Baylor
- University of Texas-Arlington
- University of Texas-Austin
- University of Texas-El Paso
- University of Texas-Galveston
- University of Texas-Pan American
- University of Texas-Tyler
- West Texas State University

VIRGIN ISLANDS
- University of the Virgin Islands

VIRGINIA
Christopher Newport College
Eastern Mennonite College
George Mason University
James Madison University
Liberty University
Lynchburg College
Marymount University
Norfolk State University
Old Dominion University
Shenandoah University
University of Virginia
Virginia Commonwealth University

WEST VIRGINIA
Marshall University
University of Charleston
West Virginia University
West Virginia Wesleyan College

WESTERN REGION

ALASKA
University of Alaska Anchorage

ARIZONA
Grand Canyon University
University of Arizona
University of Phoenix

CALIFORNIA
Azusa Pacific University
California State University-Chico
California State University-Fullerton
California State University-Hayward
California State University-Long Beach
California State University-Los Angeles
California State University-Sacramento
California State University-Stanislaus
Dominican College of San Rafael
Holy Names College
Loma Linda University
Mt. St. Mary's College
San Diego State University
San Francisco State University
Sonoma State University
University of California-Los Angeles
University of California-San Francisco
University of San Diego
University of San Francisco

COLORADO
Metropolitan State College
Regis University
University of Colorado Health Science Center
University of Northern Colorado

HAWAII
University of Hawaii at Manoa

IDAHO
Boise State University
Idaho State University
Lewis-Clark State College

MONTANA
Montana State University
Northern Montana College

NEVADA
University of Nevada-Las Vegas
University of Nevada-Reno

NEW MEXICO
New Mexico State University
University of New Mexico

OREGON
Linfield College
Oregon Health Sciences University
Oregon Institute of Technology
Southern Oregon State College
University of Portland

UTAH
Brigham Young University
University of Utah
Westminster College

WASHINGTON
Gonzaga University
Intercollegiate Center for Nursing Education
Pacific Lutheran University
Saint Martin's College
Seattle Pacific University
Seattle University
University of Washington

WYOMING
University of Wyoming

APPENDIX C

Carnegie Classification Definitions

Comprehensive Universities and Colleges I: These institutions offer baccalaureate programs and, with few exceptions, graduate education through the masters degree. More than half of their baccalaureate degrees are awarded in two or more occupational or professional disciplines such as engineering or business administration. All of the institutions in this group enroll at least 2,500 students.

Comprehensive Universities and Colleges II: These institutions award more than half of their baccalaureate degrees in two or more occupational or professional disciplines, such as engineering or business administration, and many also offer graduate education through the masters degree. All of the colleges and universities in this group enroll between 1,500 and 2,500 students.

Doctorate-Granting Universities I: In addition to offering a full range of baccalaureate programs, the mission of these institutions includes a commitment to graduate education through the doctorate degree. They award at least 40 Ph.D. degrees annually in five or more academic disciplines.

Doctorate-Granting Universities II: In addition to offering a full range of baccalaureate programs, the mission of these institutions includes a commitment to graduate education through the doctorate degree. They award annually 20 or more Ph.D. degrees in at least one discipline or 10 or more Ph.D. degrees in three or more disciplines.

Liberal Arts Colleges I: These highly selective institutions are primarily undergraduate colleges that award more than half of their baccalaureate degrees in arts and science fields.

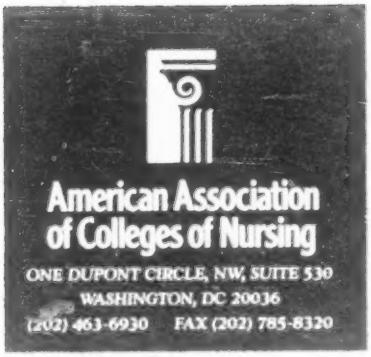
Liberal Arts Colleges II: These institutions are primarily undergraduate colleges that are less selective and award more than half of their degrees in liberal arts fields. This category also includes a group of colleges that award less than half of their degrees in liberal arts fields but, with fewer than 1,500 students, are too small to be considered comprehensive.

Research Universities I: These institutions offer a full range of baccalaureate programs, are committed to graduate education through the doctorate degree, and give high priority to research. They receive annually at least $33.5 million in federal support and award at least 50 Ph.D. degrees each year.

Research Universities II: These institutions offer a full range of baccalaureate programs, are committed to graduate education through the doctorate degree, and give high priority to research. They receive annually between $12.5 million and $33.5 million in federal support for research and development and award at least 50 Ph.D. degrees each year.

Professional Schools and Other Specialized Institutions: These institutions offer degrees ranging from the bachelor's to the doctorate. At least 50 percent of the degrees awarded by these institutions are in a single specialized field.

Source: The Carnegie Foundation for the Advancement of Teaching, *A Classification of Institutions of Higher Education, 1987 Edition*, 1987, Princeton University Press, Lawrenceville, New Jersey.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